



BOTASH Bulletin

31 October 2022



Breast Cancer Awareness
Month

Love your employees enough to take care of their wellbeing



Africa's **Leading** Supplier of Natural Sodium and Related Products

Botash hold Town Hall Meeting

As part of our annual ritual Botash held its Townhall general meeting at the recreational hall on 25th October 2022 with the aim to update employees on the business performance and give them an opportunity to ask questions and engage with management. Due to Covid-19 restrictions in the past 2 years, we have not had a physical meeting as a team hence it was refreshing to congregate together under the same roof and connect.

In his welcome, the Managing Director Mr Kangangwani Phatshwane appreciated employees who selflessly expressed compassion by sponsoring a refugee in Dukwi who recently completed her studies in Nursing. Mr Phatshwane said the gesture will not only contribute positively to the beneficiary but to her family and community at large.

On business performance the MD gave an update on the SHE performance (which has not been satisfactory), production performance, sales update, financial performance and our corporate social responsibility through execution of the Towards Sustainable Mining initiative.

The MD also gave status update on questions raised from the prevision meeting. He started by accepting that the Organizational Review project has taken a long time looking at business processes and verifications of business needs. He further added that the biggest beneficiary of the process will be that resourcing decisions at Botash in future will be made more objectively than before. "All business processes will be mapped, and any future changes have a base for guidance, he added.

Regarding the issue of provision of hot water for employees staying in low-cost houses, the MD said that the journey has been long, but he is happy that the project will begin in 2023. He further said he's trusting that Botash will find reliable technologies to offer best solutions.

The concern of a harvester is said to cease when the new harvester will be delivered to replace the old one and increase the flexibility of maintaining machines now that we will have two instead of one.



Botash hold Town Hall Meeting continues...

To increase entertainment activities in Sowa the company has decided to lease the country club to Sua Flamingoes to provide entertainment not just for Botash employees but the whole community.

Mr Phatshwane also informed the meeting that in its CSR initiatives the company has decided to source unskilled labour, from local communities particularly temporary employment, which the community has been appreciative of eg during shut-downs

On issues of some maintenance requirements, the MD said that they will be addressed through the organizational review modelling. He also added that regarding lifting equipment, there has been concerted efforts trying to renew the right tools and accessories needed for lifting.

Mr Phatshwane, further encouraged supervisors to use the opportunity of recognizing employees at operational level as it is more effective.

There were concerns around not paying Q3 incentive however, the MD reiterated that EBIDTA has to be met for bonus to be paid out. "Though production targets for Soda Ash and coarse salt were met, we missed fine salt, SHE and EBIDTA targets hence the nonpayment", said Mr Phatshwane.

The presentation ended by sharing with employees on the new strategy for 2023-2027 which will be coming to effect beginning of next year.



Botash participates at the biennial National Business Conference

The 16th biennial National Business Conference (NBC) was held in October this year in Francistown after a four-year absence due to Covid-19. This year's event was themed 'Roadmap to High Income: Accelerating Transformation'. Since its inception the biennial conference has been held in Francistown.

The conference brought top government officials among them His Excellency Dr Mokweetsi E. Masisi, Private Business Owners, and the civil society to explore practical and innovative approaches to transforming the economy. The country's Transformational Agenda and Vision 2036 is experiencing

bottlenecks of which the conference has committed to providing urgent solutions to the ever persistence challenges facing the economy of the country.

A key take home was that the country's economic growth lies in the private sector which should also take its rightful position to bring the economy to life.

Botash supported the conference at a tune of P25,000.00 and also had an opportunity to display its products and interact with the attendees to inform them more about Botash, its product and how the company is contributing towards growing the economy of Botswana.



Mr Obby Koko sharing information with participants who got interested in the Botash products, its uses and manufacturing process.





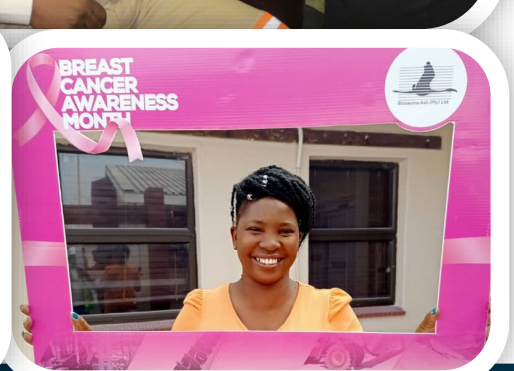
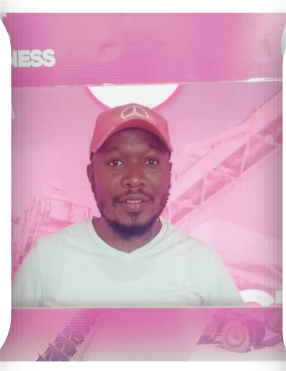
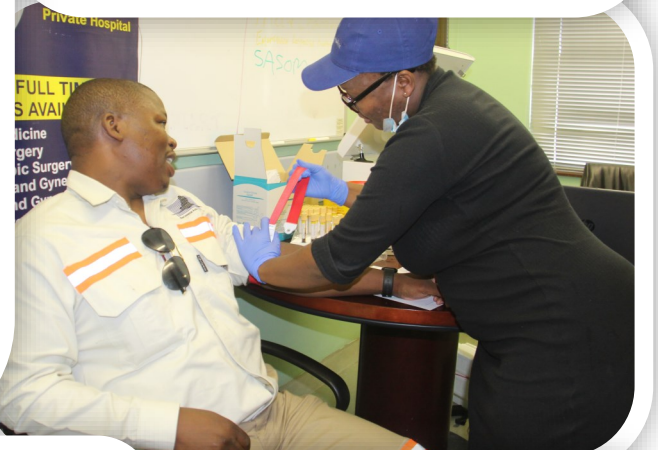
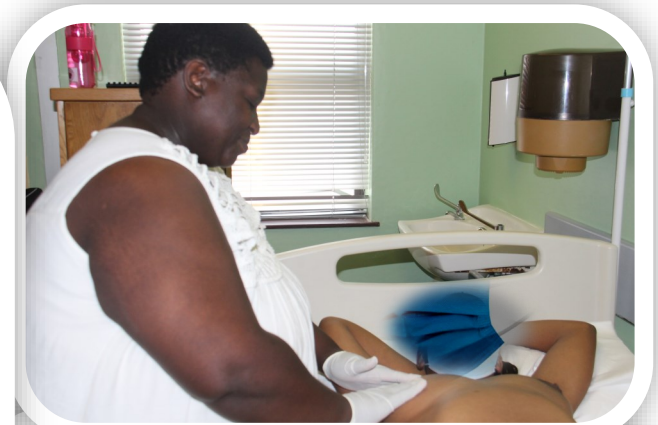
Raising awareness on breast health, celebrating survivors and remembering the departed

October has been designated as the 'Pink Month'. Joining in the global effort, Botash held a campaign to raise an awareness and sensitize its staff and the Botash community on prevention causes and treatment of breast cancer. Employees were issued with pink ribbons showing solidarity for all who are suffering from the illness.

Breast cancer has been a nightmare for most women globally and according to WHO the condition will continue to claim lives in years to come. Beyond October people are encouraged to regularly examine their breasts for any signs that may be suspicious as early detection has proven to save lives.

The campaign was in partnership with Journey of hope and Tutume DHMT who provided screening services for breast cancer, cervical, prostate.

The following screening tests were conducted, Prostate Cancer 112, Cervical Cancer 42 and breast cancer 92. A Psychologist has been engaged to offer psychosocial support to employees with abnormal findings.



Name a Rhino Calf Competition

We are delighted to announce our winners for the "Naming a Rhino Calf Competition"



Letlotlo means wealth in abundance welcoming a young one rhino is wealth on its own. We see all battles around rhino everyone wants rhinos for its trophy value the rhino horn is in big demand it is wealth to the nation and is letlotlo for this country now. We want to protect this young rhino for the future generations unlike other countries.

Rhino 1

Letlotlo -meaning Wealth.

Named by Lepe Masoloko, Standard 3, Flamingo International School



Suggested calf name: Isago-yarona
Its meaning
The name of my rhino is Isago-yarona. It means our future in English. I have called it Isago-yarona because it has a helping hand in our country's development.
Why the name should be chosen
As tourists come to view the rhino's they pay money into our country which in hand will be used in developing our country. These developments create jobs develop our schools and roads and by A/V's for HIV infected people and take care of orphans.

Rhino 2

Isago Yarona -meaning Our Future

Named by Bright Ngwenya, Standard 5, Sowa Primary School



Lepe and Bright each won an iPad each and a free class tour to the mine. Their runner-up, Anele Semotshela from Flamingo School and Ayanda Thiayo from Sowa Primary received P500 book vouchers and a free class trip to the Sua Game Park.

Students were welcomed by Botash EXCO on Thursday 20 October where they received their prizes and treated to a special lunch.

We thank Sowa Primary, Flamingo International school and students for participation and efforts in preserving Botswana's natural heritage!



Congratulations
to
Lepe
and
Bright

**Botash enrolls 12 apprenticeship participants for 2022
Series 2 introduces 4 of the apprenticeship participants**



Names: Busang Kwati,

Age: 21 **Home:** Bobonog.

Highest Edu: BGCSE, Matshekge Hill School, 2019

Apprenticeship training: Rigging.

I believe apprenticeship will help me gain experience and get the right qualification to advance my career path in future. The programme will also assist me with knowledge on rigging activities and the profession on its entire-



Names: Ogone Jocelyn,

Age: 20 **Home:** Thamashanga

Highest Edu: BGCSE, Nata Senior School, 2020

Apprenticeship training: Electrical.

I wish to acquire relevant technical skills and experience through this programme in the Electrical sphere.



Names: Karabo Ramosiane,

Age: 20 **Home:** Kanye.

Highest Edu: BGCSE, Tutume McConnell College, 2020

Apprenticeship training: Control and Instrumentation.

I expect to gain experience and diverse skills to qualified me a technician. I believe the training will equip me with the right solutions to challenges in my field of study.



Names: Obuile Mpho Moshabi,

Age: 21 **Home:** Topisi.

Highest Edu: BGCSE, Shashe River School, 2018

Apprenticeship training: Heavy Plant Mechanics.

I expect to gain knowledge and skills through the apprenticeship programme in Heavy Plant Mechanics.

Sua Flamingoes FC receives a new bus sponsored by Botash



On the 25th of October 2022 Botash management handed over the newly braded bus to Sua Flamingoes Football Club. Though the bus will be used by the team in their away games the mine will also get an opportunity to use in between activities.

When handing over the bus To Sua Flamingoes, President, Mr Sabelo Matikiti, The Managing Director Mr Kangangwani Phatshwane highlighted that he had an opportunity to ride the 65 seater bus which offers a first-class travel experience combined with the luxury and personal space. He further said that the bus gives the team a very professional image and applauded the team for making history in a short space of time by making it to the Premier league. As the main sponsor the company looks forward to celebrating a win in the league.

When appreciating the bus on behalf of the team, Mr Matikiti expressed his gratitude on behalf of the team and appreciated that the bus will give the team the right image as they go around the country representing both the company as well as the Northern region.

Sua Flamingoes FC, Captain, Tendai Nyumasi promised Botash management and spectators that the team will take care of the bus just like any company asset to maintain the quality and image it brings to the team.





Mr Diteko Kereeditse

He joins Botash as a Machine Operator responsible for operating earth moving and plant equipment.

Kereeditse was previously employed by North East District Council operating similar equipment.

He enjoys travelling and watching television. Kereeditse was born on 5th March and comes from Mopipi.

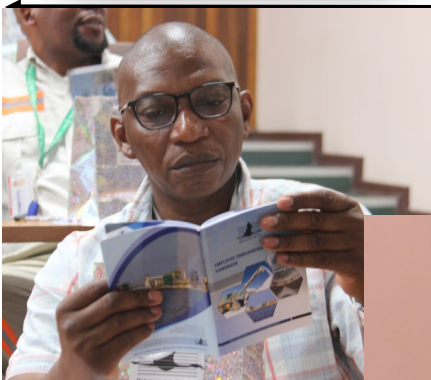


Mr Elvis Nkakana

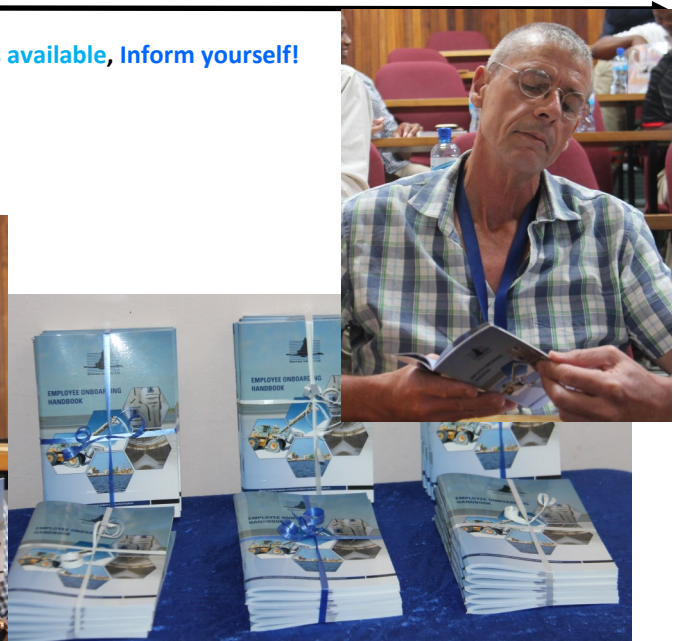
Mr Nkakana joins the company as a Plant Attendant after working as a temporary employee for a while. The job entails offloading coal , general housekeeping and attending to other plant duties as assigned.

His hobbies include listening to gospel music and watching soccer.

The Bobonong native was born on 26th October .



The Employee Manual is available, Inform yourself!



ASSESSING PERFORMANCE Series- Part 2

The Key to Performance Reviews Is Preparation

To give a review that successfully navigates the emotional and interpersonal dynamics while also balancing the complex, competing goals that are present in most performance reviews, ask yourself the following questions:

Are you focusing on their behavior, personality, or both?

Some managers believe that setting up an individual for success requires focusing on behavior; other managers think it's about character or personality. There are pros and cons to both approaches. On one hand, talking about what your reviewee does in specific instances comes across as less judgmental, more fact-based, and more multifaceted.

On the other hand, discussing how someone comes across more generally can provide a simpler, more-holistic focus with easier-to-remember themes. But an individual may feel judged if the feedback is more about who they are than what they do. It's helpful to try to strike a balance between the behavioral aspects of how someone performs and the overall feeling or impression that others get from them.

If the review you've drafted only references specific events or work products, you may want to include some summary or holistic feedback. Conversely, if the review is too general, it's helpful to reference specific incidents or deliverables.

Are you exercising your authority?

In my experience, most bosses want to be liked, and start from a place of wanting to persuade an employee to see things as they do. But if an employee doesn't seem to "get it" over time, you may have to become more assertive and definitive about your perceptions — as well as the perceptions of those who contributed 360-degree feedback. It's tempting to sugarcoat feedback to preserve harmony in the short term but doing so does not set up the individual for success in the long term.

It's also challenging in a review meeting to balance being participative and democratic, letting the other person drive the discussion, and validating your direct report's perceptions of reality while also exercising your authority as a boss, defining reality as you see it, and taking control of the meeting. It can be tempting for a manager to attribute tougher messages to others and to play the role of messenger for negative feedback.

But it is more helpful if the manager owns the feedback and is more candid and direct. Before delivering the review, look over what you have drafted to ensure it reads as coming from a boss rather than from a peer or subordinate

Look out for more tips in the next edition.

Source: Harvard Business Review, 2016
by Ben Dattner



TIRELO THEKISO CHOSEN TO REPRESENT BOTSWANA



It is with great joy that one of our student, **Tirelo Thekiso** in Form 2, has been chosen to represent Botswana as a member of Botswana's 2022 International Junior Science Olympiad (IJSO) team.

The international competition will take place in Columbia and the team departs on the 30th November 2022. Tirelo is the third student from FIS to

be chosen for this team, after Audrey Banda represented Botswana in Qatar in 2019 and Germany (postponed due to Covid-19) in 2020.

Congratulations to Tirelo for this wonderful achievement! He has done himself, our school and his family proud! We wish him all the very best in the international competition.

PTA 100 Club Fundraising Draw

The PTA 100 Club monthly draws continue each month so that winners can receive their money timeously.

We want to keep encouraging members of the community to buy tickets so that the prize money increases, and the PTA top up the funds. This is also a good moment to remind parents that PTA Levies (P150.00 per annum) must be paid before the end of the year.

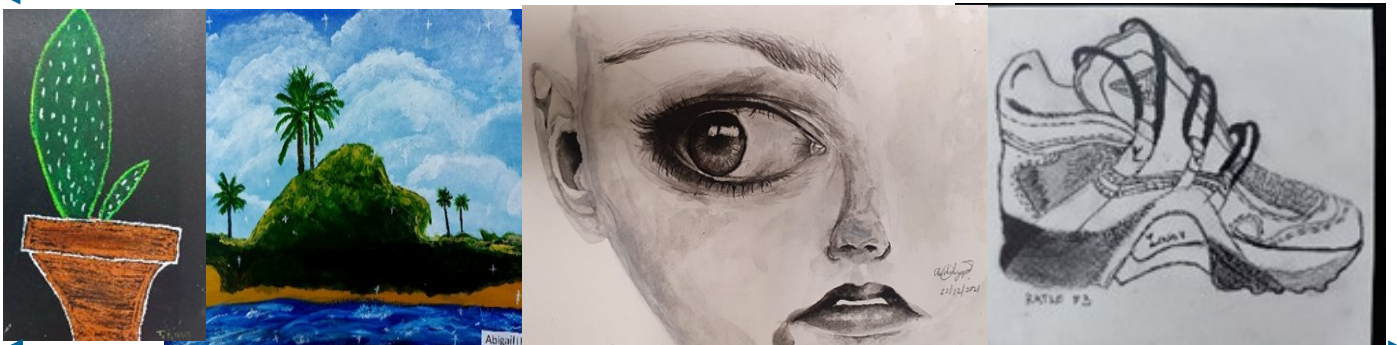
100 Club Winners:

August:
1st prize - P. Mokgwathi
2nd prize - K.P. Kgame
3rd prize - M. Maenge

September:
1st prize - T. Malasa
2nd prize - G. Tonkin
3rd prize - G. Gondo

October:
1st prize - G. Kanokang
2nd prize - B. Rampe
3rd prize - J. Motsumi

Well done to all our recent winners!



NOTE

⇒ School year closes at 10h00 on **Friday 2nd Dec 2022**

Health & Safety is Our Right



Right to know about safety hazards and health risks in the workplace



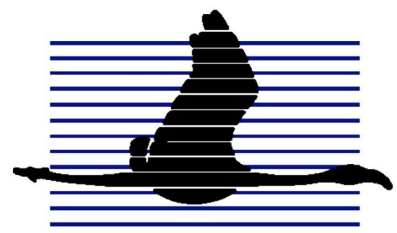
Right to participate in determining safety measures.



Right to refuse work that is unsafe



Right to protection with the correct PPE



Botswana Ash (Pty) Ltd